



PERS-41 Newsletter

August 2014

Navy Personnel Command
Surface Officer Assignments (PERS 41)
5720 Integrity Drive
Millington, TN 38055-4110

Website: <http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>
Forums: www.sailorbob.com
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From the Bridge

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Fellow Surface Warriors,

Have you mentored a Sailor today? Those of us who have found success in this business did not do it alone. We've had mentors that provided sound advice, counsel, and support. As mentors, each of us has an opportunity to make a lasting, positive impact on our Sailors' personal and professional life. You won't regret the time invested in the development of our future leaders. So ask yourself, who have you mentored today?

Congratulations to all of our newly selected Captains, Commanders, and Lieutenant Commanders! The selection boards recognized your hard work at sea and future potential. Well done!

PERS-41 is hitting the road, scheduled to visit San Diego (18-22 Aug), Pearl Harbor (24-26 Aug), Everett (25-29 Aug), and Norfolk (29 Sep-03 Oct). Our team looks forward to meeting each of you, providing you an update on key community issues, and, most importantly, addressing your questions and concerns.

The "SWO Continuum of Professional Education" codifies the training and experience standards that SWOs must meet as they progress through their careers. The critical skillsets developed from at-sea experiences and classroom instruction at BDOC, ADOC, DH School, SCC, and MAJ CMD COIs prepare SWOs for the opportunities and challenges they will encounter in command. A key waypoint within the SWO continuum is the Command Qualification Exam (CQE). Understand the requirements, use the bibliography, study hard, and complete the exam early. We want our best and brightest competing for command every year. Take it from a guy who had the privilege of Command twice ... it is **ABSOLUTELY** worth the blood, sweat, and tears!

Finally, thank you for your hard work to protect our Country, support our Navy, and make our Surface Community better each and every day.

Sail Safely,
CAPT Gene Black

Community News

Surface Warfare Command Qualification Update

CNSF released an update to the Surface Warfare Command Qualification instruction (DTG: 092315Z JUN 14). Commencing 1 Jul 14, all Command Qualification Exams (CQE) and retake exams will be derived from CQE bibliography version 2, dated 10 Feb 14. Officers who previously failed one or more sections of the exam under the CQE bibliography, version 1, will re-take the exam using the new bibliography. The new CQE bibliography is available on the following websites:

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[HTTPS://WWW.PUBLIC.PORTAL.NAVY.MIL/BUPERS-NPC/OFFICER/DETAILING/SURFACEWARFARE/PAGES/DEFAULT.ASPX](https://www.public.portal.navy.mil/bupers-npc/officer/detailing/surfacewarfare/pages/default.aspx)

Navy Knowledge Online (NKO)

- [HTTPS://WWW.NKO.NAVY.MIL/GROUP/SWOS/N75-COMMAND-AT-SEA](https://www.nko.navy.mil/group/swos/n75-command-at-sea)

SIPRNET Navy Knowledge Online (S-NKO)

- [HTTPS://WWW.NKO.NAVY.SMIL.MIL/PORTAL/SWOSHPPR/HOME](https://www.nko.navy.smil.mil/portal/swoshppr/home)

In addition to the new bibliography, the following changes are effective:

- Reduced the wait period for Officers who fail one or more sections of the CQE from 60-days to 30-days.
- Current 1st tour DHs: CA will be included in their PCS orders en route their 2nd DH tour. Fleet-Up DHs will receive Fleet-Up PCS orders with CA included. LSDs with 1110 CHENGs are the exception – travel to SWOS will be coordinated with TYCOM and Placement when operational schedule supports.
- Current/Post 2nd tour DHs: Officers that did not complete their 1st DH tour prior to 1JUN13 are required to attend CA following their 2nd DH tour.
- 3rd Exam Opportunity: An officer selected for an XO Afloat or XO Special Mission billet, will be eligible for a third attempt to complete the CQE or SWOS CA to gain eligibility for command screening at their third look.



**USS PINCKNEY (DDG 91) and Japan Maritime Self-Defense Force ships conduct tactical maneuvers during GUAMEX 2014 in waters near Guam.
Photo by CTC3 Raul Sanchez**

Community News

Best Practices for preparing for the SWOS Command Assessment (CA)

- Prepare for the exam and assessment in advance. Officers who do well on the exam typically have the bibliography and references either printed off in the wardroom and/or on a shared drive for all the DH's to utilize. Additionally, many ships are granting designated study time for their DH's and designate another hot running JO to act as the DH for a week or so. This does two things – helps the DH prepare and allows a JO to step up for a short time. There is no substitute for a steady strain approach to preparation --- it has shown to be an effective recipe for success.
- Do not neglect Rules of the Road. More than 50% of those who fail the exam fail the Rules of the Road section. Do not be lulled into a false sense of security simply because you have passed similar tests at earlier points in your career- apply whatever study techniques made you successful in the past once again.
- The shiphandling assessment will test your ability to maneuver to a predetermined location (RAS RDVZ) in a high shipping density environment while practically applying the Rules of the Road. The TYCOMs are working to allocate time at the NSST sites for usage prior to coming to SWOS (and for remediation in the event of a failure). Gross violations of the Rules of the Road are the number one failure item and typically result in multiple “close calls” or collisions.
- The tactical assessment will test your decision making in a tactical scenario, your ability to apply a given ROE, and correctly employ the sensors and weapons from your prior class of ship. Read-aheads concerning the geopolitical scenario and ROE for shiphandling and tactical assessments can be found on the SIPR NKO-S site listed below. Candidates must be able to execute “self-defense” to include hard and soft-kill tactics. CA Candidates coming from an MCM will take their shiphandling and tactical assessments in the Full Mission Bridge. Candidates from all other classes of ships will take their shiphandling assessment in the COVE and their tactical assessment in the MMTT. Refresher training is given prior to the assessment to ensure candidates are familiar with all trainers.



SWOS Division Officer Training Transitions from ASAT to ADOC

SWOS graduates the final Advanced Shiphandling and Tactics (ASAT) class on 26 Sep 2014, marking a significant transition in the Surface Warfare Junior Officer training continuum. Under the new plan, all BDOC graduates (except SWO(N)s) will attend Advanced Division Officer Course (ADOC) when they transfer from their first to second tour. This course builds upon the instruction of BDOC and individual fleet experience in order to facilitate second tour re-qualification and foster development of advanced SWO skillsets. ADOC consists of instruction in Navigation, Seamanship, and Shiphandling (NSS), Conning Officer Virtual Environment (COVE), Maritime Warfare, Material Readiness, Leadership, and PDI 360 mentoring sessions. SWOS graduated its first ADOC class in June 14, receiving positive feedback on the depth of instruction and quality of the curriculum.

For more information on the Advanced Division Officer Course visit:
[HTTPS://WWW.NKO.NAVY.MIL/GROUP/SWOS/N72-ADOC](https://www.nko.navy.mil/group/swos/N72-ADOC)

The latest SWO Career Planning Brief and Spouse Brief are posted to the PERS-41 website. These briefs are a great tool for career planning and wardroom training.
<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>

Community News

War College Opportunities

Demand for NWC typically outnumbers supply, resulting in increased competition for fewer seats. NWC and other Service colleges require “due course” officers - which means remaining opportunity for upward mobility in terms of statutory promotion. Senior War College seats require O-6 and O-5s (or O-5 selects) for entry without a rank waiver (approved by exception, although uncommon). Expect FY-15 convening dates to be released in August and reflect the below schedule:

<u>School</u>	<u>Convening Month</u>
Navy Senior	Nov 14, Mar 15, Aug 15
Marine Corps Senior	Jul 15
Air Force Senior	Jul 15
Army Senior	Aug 15
NDU & ICAF	Aug 15
JAWS	Jul 15
Navy Intermediate	Nov 14, Feb 15, Aug 15
Marine Corps Intermediate	Aug 15
Air Force Intermediate	Aug 15
Army Intermediate	Jun 15

TLAM/Strike Warfare Update

A revision to NAVPERS 15839I (Manual of Navy Officer Manpower and Personnel Classifications, Volume I) was released Jul 14 that adds/revises additional qualification designation (AQD) codes for shipboard Strike Officers, CSG/Numbered Fleet Staff TLAM Officers, and TLAM Mission Planners. The new AQDs are:

AQD	Description
BS 1	Shipboard Strike Officer In-Training
BS 2	Shipboard Strike Officer Qualified
BS 3	Staff Strike Officer in Training
BS 4	Staff Strike Officer Qualified
BS 5	Mission Planner
BS 6	Liaison Officer

Current or prior AEGIS WEPS/CSOs or Strike Officers, have you considered using your TLAM training and experience in a post-division officer/post-department head tour? There are several billets available to enhance your Strike Warfare knowledge and maintain proficiency, including Carrier Strike Groups (CSG) TLAM Officer, numbered fleet TLAM cells, and the Naval Strike and Air Warfare Center (NSAWC).

For more information about AQD requirements or available TLAM billets, please contact your detailee.

PERS-41A Captains

FY 16 Major Command Board Record Review



The FY 16 Surface Major Command Board, including SEAL, EOD, LDO and AC eligibles, is scheduled for 4-7 November 2014. Major Command looks are linked to the fiscal year in which you were promoted to Commander. For example, SWOs promoted to CDR in FY09 will receive their first look for Major Command at the Nov 14 Major Command Board. The board will also review the performance of previously selected officers in the Major Command bank, as well as officers presently serving or recently completed Major Command, for potential assignment to sequential command

We strive to ensure all eligible records going before the board are as current and complete as possible. To that end, we will conduct a series of record reviews to identify critical errors and will contact individuals accordingly to work corrections. If you have not been in contact with your detailer or you have recently transferred, please contact CDR Brent DeVore (michael.devore@navy.mil) to update your contact information.

As with all selection boards, an accurate, complete record is vital. With CDR and CAPT periodic FITREP (30 Apr and 31 Jul) having recently been completed, it is important to know how these reports get entered into your record:

Normally a two to three-month lag time from submission, FITREPs will appear on your Performance Summary Record (PSR) first and then on your Official Military Personnel File (OMPF). The OMPF consists of digital images of documents by categories, Fitness Reports, Awards, Professional History, Personal Data, Orders, Privileged Information, and Officer Record. Board members brief your record based on a review of your OMPF. You are encouraged to review your OMPF, available on BUPERS ONLINE (<https://www.bol.navy.mil>) under the "OMPF - My Record" tab, at least 6 months prior to any board.

Reports for officers in zone for a selection board get priority for processing. The reporting senior's cumulative average may take up to three months to appear on your PSR. If you are missing a FITREP (more than 6 months old) on your PSR or OMPF, have an error on your PSR regarding a FITREP, or have any question about FITREPs, please contact PERS-32 customer service at (901) 874-4881/4882/3313 (DSN 882).

If a FITREP is missing from your record, call and check to ensure the report has not already been received. You may have to send a copy signed by you and the reporting senior to: Commander, Navy Personnel Command, PERS 32, 5720 Integrity Drive, Millington, TN 38055-3110. Sending duplicate reports only compounds the processing problem.

Of note: Requests for administrative changes to submitted FITREPs can be requested by letter to PERS-32 (address above); members can request corrections of obvious errors to blocks 1-19 and blocks 21 to 27 by submitting a letter requesting the corrections to PERS-32. Changes to other blocks on the FITREP must be requested by the reporting senior that signed the original report.

PERS-410 Post-Command CDRs (PCC)

Assumption of 410/411 Duties

As this is my first opportunity to introduce myself, I'd like to say that I am honored and humbled to return to Millington to assume the role of Branch Head for CDR and LCDR assignments. I would like to thank Darren McPherson for an insightful turnover and his continual advocacy for our post-command commanders...I will do my best to match the tremendous job he did during his tenure. To those of you I've spoken with, either via email or on the phone, since taking over last month, I appreciate your warm welcome and patience as I get up to speed. For those I've not had the chance to interact with yet, I look forward to working with you in the future.

-- CDR Gary Cave, PERS-410/411

Basic Post-Command Commander Detailing Timeline

I intend to pick up where Darren left off with regard to negotiation timelines. A notional timeline follows, but may vary from individual to individual due to FITREP timing, billet availability, nominative packages, and other external influences.

- ~ 1 year from PRD (be it your command tour or a follow-on tour), provide an email with your contact information, long-term goals (O6, major command, subspec, etc), and preferences for your next tour (geographic location, joint tour, etc).
- ~ 9 months from PRD, email or call me to discuss any changes to your goals or preferences and we can discuss milestone timing and my take on your career needs and how that balances with your desires.
- ~ 6 months from PRD, we'll begin to discuss specific billet options; the PCC billet landscape is ever-changing and often we deal with short notice requirements – as a reminder, the O5 Downstream Fills list posted on our website is NOT the list of PCC jobs; I will detail you one-on-one based on your personal desires, professional requirements, and available billets.
- ~ 3-6 months from PRD, expect to see orders – there may be a significant lag between the time we finalize negotiating and release/receipt of your orders due to coordination with your new command, the aforementioned ever-changing billet landscape, and fiscal constraints. Your patience throughout the process is appreciated and feel free to contact me at any time you have questions.

Miscellaneous Reminders

- ISIC Shifts. I am doing what I can to follow the evolving waterfront picture, but I would appreciate your backup in informing me if/when those shifts happen.
- FITREPs. If you are coming into your negotiation window (or are inside the turn radius), please forward all FITREPs (Periodic, Operational Commander, ISIC CoC, etc) received.
- New Commanding Officers. Ensure you are gained (again) by your command following assumption of command.
- Subordinate FITREPs. As FITREP season approaches for your DHs, if you have questions about recommendations or write-ups, please ask.

PERS-411 LCDRs and CDRs

FY16 Surface Commander Command Board (09-16 December)

Preparations for this year's Surface Commander Command Board have begun. The dates for the board are 9-16 Dec and officers should review and update their records as needed. Officers eligible for this year's board include those promoted to LCDR in FY 2009, 2011, and 2012 (PYG09, PYG11, and PYG12).

In accordance with CNSP/CNSLINST 1412.2B, officers must complete the Command Qualification to be eligible for the board. Officers that do not complete the Command Qual will forego their look for CDR Command; however, officers in PYG11 that have not completed the Command Qual will be considered for XO Afloat and XO Special Mission.

We will start reviewing each officer's record in the near future, but it is important that you make the time to conduct your own independent review. Below is a checklist of things you should do to ensure your record is accurately represented at the board. You can find the NPC Officer Record Management guide on the PERS-41 homepage. This guide is a good resource on how to maintain and correct your official record. Contact your detailer if you have any questions.

1. Log onto BOL (<https://www.bol.navy.mil>) and review your OSR and PSR. Specifically, review the following elements in your record:
 - FITREP continuity (particular attention to correcting gaps of greater than 90 days)
 - Qualifications (Command Qual, TAO, EOOW, etc.)
 - Official photo (in color and in current paygrade)
 - Education data (baccalaureate, graduate, and JPME)
 - Awards (note: detailers do not have the ability to review or update awards data; visit the Navy Awards website: <https://awards.navy.mil> for specific guidance)
2. Email your detailer your current contact information (work/personal e-mail addresses, work/cell/home telephone numbers).
3. Verify your eligibility for this year's CDR Command Board. Board list of eligibles is available at http://www.public.navy.mil/BUPERS-NPC/BOARDS/SCREENBOARDS/SURFACE_SPECOPS_SPECWAR

NPC's Board Information website (listed above) has example Letters to the Board and Delayed/Special Look requests. Submit all Letters to the Board to LCDR Al Siegrist (allen.siegrist@navy.mil) no later than Wednesday, 26 Nov 14.



Looking for the latest SWO news? Day-to-day PERS-41 announcements, general community information, and "Hot Fill" opportunities are posted to Facebook and Twitter. Don't be left out..."friend" and follow PERS-41 on Facebook and Twitter.

PERS-412 – Junior Officers

COMING IN SEPTEMBER - Change to the Surface Warfare Department Head Afloat Screening Board Process

Surface Warfare Officers (111x) have historically received four opportunities between 3-6 years of commissioned service (YCS) to screen for Department Head (DH). Analysis of previous DH screening board results indicates that the fourth look at 6 YCS has yielded few DH screenings. To help streamline the process and minimize administrative costs, the fourth look (6 YCS) has been eliminated.

Officers who have not screened or have been descreened at the third look (5 YCS) will be referred to the Probationary Officer Continuation and Redesignation board (POCR). There are two possible outcomes from the POCR board: separation from Naval Service or redesignation. Prior to the 5 YCS review, officers may petition the board to delay their 3rd look to 6 YCS. A delayed 3rd look will be available upon petition when the officer can show he/she was somehow disadvantaged, or that his/her record was unfairly considered during the normal administrative screening process. Petitions must be made in writing to the board President and the board will determine final adjudication.

Implementation will begin at the FY 15 administrative selection board (scheduled for 16 Sep 14). All 111X and 116X designated officers in year groups (YG) 2009, 2010 and 2011 will be reviewed. Absent a petition for a delayed look, YG 09 will be reviewed for their 3rd and final look and YG 08 will be grandfathered and receive their 4th and final look. YG 09 officers not screened for Department Head after the Sep 14 board will be referred to the next convening POCR board (unless a delayed look is approved by the screening board).

The FY 16 board will be held in Jun 15 for year groups 2010, 2011 and 2012. Officers in YG 10 will receive their 3rd and final look. All subsequent boards will be held annually in June.

To be considered fully qualified for Department Head Afloat screening, officers must be Surface Warfare Officer qualified and recommended for Department Head or a higher career milestone by an Afloat Commanding Officer on their most recent afloat fitness report. Officers previously screened but not yet reported as a Department Head Afloat will also be reviewed for a decline in performance or an adverse event.

Now is the time to review your service record and ensure its readiness for the board:

- An official photo in your current rank
- No FITREP gaps greater than 90 days
- Undergraduate/graduate transcripts
- Qualifications
- PFA scores
- Awards (visit the Navy Awards website: <https://awards.navy.mil> for specific guidance)

If you have any questions, please contact the 1st tour DH Detailer, LCDR Diane Cua, at diane.cua@navy.mil or (901) 874-3890.

First Tour Department Heads: Preparing for the Command Qualification Assessment (CQA)

LCDR David Haile, SWOS N75 Dept, is standing by to assist you throughout the CQA process. LCDR Haile can provide you with CQA preparation best practices and information. Please feel free to contact LCDR Haile early and often. Tel: (401) 841-4985 / Email: david.y.haile@navy.mil

PERS-412 – Junior Officers

Department Head Sequencing and Timing

Department Head (DH) timing plays a significant role in Officer promotion and career progression. FY 15 O-4 selection results highlighted the need for “In-Zone” Officers to report to their Department Head tour prior to the O-4 selection board in order to earn at least one DH fitness report.

Due to rising PCS costs and JFTR restrictions (i.e. I-Stops greater than 179 days in the same geographic area), we have moved away from sending JOs to more than one post-DIVO shore duty; consequently, prospective DHs report to DH School earlier.

2nd Tour DH demand continues (as it historically has) to exceed 1st Tour DH demand and inventory. To mitigate the potential backlog of waiting DHs while maintaining career progression, we have begun detailing Officers out of their 1st DH Tours ahead of their PRD based on close coordination with commands while taking timing and sequencing of reliefs into account. In spite of the shifts in 1st Tour DH timing, officers will serve a total of 36 months at sea as a Department Head.

PERS-41 Detailers and Placement Officers work to best position each command and officer for success. We understand that there could be FITREP implications by changing tour lengths so please engage us. This is a dynamic process that will require clear communication and careful LORTARP management to ensure success. Let us know of any unique situations or command milestones that would impact timing.

Command Early and Often!

An emergency call for help comes across bridge-to-bridge. The OOD sets a course to close and passes “Captain to the Bridge” over the 1MC. As the Captain enters the pilot house, the OOD provides the details that are available and asks, “Captain, what would you like to do?”

Are you ready to answer that question? If the answer is “YES” then Early Command (EC) is for you! Officers selected for Early Command are assigned as a Patrol Coastal (PC) Commanding Officer or Mine Countermeasure (MCM) Executive Officer/Commanding Officer Fleet-Up. These challenging and highly rewarding billets are forward deployed, performing exciting and dynamic missions (such as Multinational exercises, counter-piracy operations, and deterrence operations), while fostering maritime partnerships throughout the 5th and 7th Fleet AORs.

The Early Command Screening board convenes semi-annually (Sep 14 / Jun 15) to select the best and most fully qualified officers to serve as PC and MCM COs. Officers in their 1st or 2nd Department Head tours or Post-DH shore tour are eligible for screening. For questions regarding application process or Early Command opportunities, contact the 2nd Tour Department Head/ Early Command Detailer, LCDR Jeff Servello at jeffrey.servello@navy.mil or (901) 874-3485.

Interested in how Statutory and Administrative Boards operate? Consider volunteering.

Board members, Administrative Assistants and Assistant Recorders are needed for upcoming Statutory and Administrative Boards. For more information about board support, contact your detailer.

PERS-412 – Junior Officers

2nd Tour Division Officer Slating

We'd like to take an opportunity to address some common questions we get from JOs about their slating to 2nd DIVO Tours. This article will also highlight the qualification and detailing timelines for officers commissioned after 1 Oct 12. As always, feel free to contact your Detailer to ask specific questions about your situation.

- **When should I be qualified SWO?**

If you were commissioned prior to 1 Oct 12 you have 22 months to qualify SWO from when your tour starts and your CO may grant you up to a four month extension. If you were commissioned after 1 Oct 12 you have 18 months to qualify SWO and your CO can grant up to a four month extension.

- **How do you define when my tour starts?**

Your tour starts when your ship gains you in a PCS status, after any schools or intermediate stops ("I-STOPS") that were in your BUPERS orders, including BDOC. As stated in COMNAVSURFOR's BDOC transition message (221743ZAUG12), the 1st DIVO Tour clock will start when an officer reports to his or her ship upon completion of BDOC. As always, commands are encouraged to work with their Placement Officers to manage their officers' PRDs, especially in cases where an officer has an excessive I-STOP (greater than 4 months) onboard the ship prior to BDOC.

- **When will I slate?**

You will slate 6-7 months prior to your PRD. The specific schedule can be found on our website. Please remember that a PRD is a Projected Rotation Date, not Promised Rotation Date. We consider your transfer window to be within +/- 3 months of your PRD.

- **What if I am not qualified in time for my slate?**

You must be SWO qualified in order to slate. With a tour length of 24 months and a SWO qualification timeline of 18 months, you will be slating very close to the deadline for your SWO qualification. If you are not qualified in time for your slate and will not meet the 18 month qualification deadline, you should have an extension letter from your CO. You will have two options for slating. The first option is to maintain your current PRD and participate in one of our monthly "post-slates" once you qualify. You will compete against other post-slaters (usually 5-20 other officers) for the earliest available billets. These billets are not better, worse, or different – they are just the earliest ones we have available. Since you have missed your slate and your PRD is looming, we need to get you on your way as soon as possible. If you do not want to participate in the post-slate, you can join our next main 2nd Tour DIVO Sea Slate by extending your PRD into the slating window for that slate. To do this, we need an email from your CO or XO to your detailer so that we know that your command agrees with extending your PRD.



PERS-412 – Junior Officers

- **How do you calculate the slate rank?**

The most important factor in calculating slate rank is your most recent at-sea FITREP. Your earlier FITREPs are considered, but they do not go into your numeric ranking. The part of the FITREP we use is your Trait Average, which we compare against your CO's Reporting Senior's Cumulative Average (RSCA). Please note that this is not the Summary Group Average found at the bottom of your FITREP, but is the average of every ENS or LTJG FITREP that your CO has ever written. Your CO should tell you his or her RSCA when he debriefs your FITREP. If he or she doesn't – then ask! You can also find your CO's RSCA on your PSR on BUPERS Online (BOL). We also factor qualifications and/or CO qualification "promises" into the slate rank, but they are secondary to FITREP in weight. Completing an advanced qualification (i.e. EOOW or TAO) gets a full point, while a "promise" gets approximately a half point. Your CO will let the JO Sea Coordinator know if you have a qualification promise. A qualification promise commits you to completing the qualification.

- **Can I go to a non-traditional tour?**

EOOW qualifications or promises are required to be slated to staffs (CDS, CPR, ESG, MSC, MEF/FMF, MCMRON) and non-traditional tours (NGLO, CORIVRON, CNBG). If we slate you to a non-traditional tour, we are taking away the opportunity for you to earn that qualification prior to your Department Head tours. Officers who serve on MCMs for their 1st DIVO Tour are also restricted from going to staff or non-traditional tours. It is a priority for these officers to have exposure to a larger shipboard platform in order to set them up for success as Department Heads.

- **Why can't I change homeports between my first and second tours?**

The slate ranking determines the slating order, but it is not our only constraint. We consider each officer's preferences, next milestone opportunities, command input, incumbent/relief timing, and PCS cost limitations in producing the final slate. Additionally, fiscal constraints limit the number of PCS moves for 1st Tour DIVOs rolling to second tours at sea. The moral of the story, as always, is **PERFORMANCE = OPPORTUNITY**. The best way to get what you want is to qualify as a SWO on time, excel as a Division Officer, and complete EOOW qualification!



USS INDEPENDENCE (LCS 2) arrives in Pearl Harbor, HI to participate in Rim of the Pacific (RIMPAC) Exercise 2014. Photo by MC2 Tiarra Fulgham.

PERS-412 – Graduate Education

The SWO community's top priority for Junior Officers during their first shore tour remains the opportunity to complete graduate education and Joint Professional Military Education Phase 1 (JPME Phase 1). While numerous paths exist, from in-residence programs at the Naval Postgraduate School (NPS) to the use of GI Bill benefits, the overall landscape of graduate education is changing as a result of increased demand for the available opportunities. Early communication with your Detailer on your desires and intent remains the best way to pursue graduate education.

For all programs, with the sole exception of NWC, Officers must not have already participated in a fully funded graduate education program. Visit the [PERS-412 Division Officer website](#) for details on graduate education programs.

USNA LEAD: PERS-412 has 4-7 billets annually for the USNA Leadership Education and Development Program (LEAD). In the first year of the program, Officers earn a Master's degree of Professional Studies in Leadership Education and Development from the University of Maryland. Following the academic portion, two years are spent as a Company Officer. PERS-41 holds a selection board in the Fall each year for Officers to enter the program in May of the following year. RJCSRB is required once selected. The FY14 USNA LEAD board was held on 10-12 Dec 13 and the FY15 USNA LEAD board is planned for 9-11 Dec 14.

<http://www.usna.edu/OfficerDevelopment/LEL/LEAD/index.htm>

USNA GE+T: The USNA Graduate Education plus Teaching (GE+T) program provides approximately 12 months of graduate education at either a selected civilian institution in the Baltimore, MD/Washington, DC area or the Naval Postgraduate School, directly followed by a two-academic-year teaching assignment at USNA as an Officer-instructor. USNA GE+T requires RJCSRB once selected and is open to many fields of study, both technical and non-technical. For additional information about GE+T visit:

<http://www.usna.edu/AcDean/offpos/get.html>.

Naval War College: NWC's Fleet Seminar program, located in most fleet concentration areas, provides a program for Officers to earn JPME Phase 1 without attending NWC in-residence. Additionally, by taking three qualifying electives (9 credits), an Officer may earn a Master's degree through the NWC Graduate Degree program.

In a few cases where short-notice quotas are available, PERS-41 may be able to send senior Lieutenants to the in-residence Intermediate War College under a rank waiver. Contact your detailer and visit <http://www.nwc.navy.mil/> for more details.

Naval Postgraduate School In-Residence Programs: NPS remains the best choice for completing graduate education. Officers earn their degrees while in-residence at NPS, earn JPME Phase 1, and are afforded an excellent quality of life. JPME Phase 1 is included in the majority of the curricula. RJCSRB is not required to attend NPS, with the exception of the MBA and NSA programs. PERS-412 holds a quota competition twice per year (typically in November and May) for all NPS curriculums. Officers must have their Academic Profile Code (APC) calculated to be considered by the board.

FY15 quotas were confirmed in May and spots are filling! Due to increased demand for NPS, additional curriculum groups could become more competitive. Contact your detailer early with primary and alternate curriculum requests. Visit the [NPS website](#) for more information.

NPS Distance Degree Programs: NPS offers a number of distance learning degree programs. Students must gain command concurrence to enroll in the distance program and attend class one day a week during business hours. Programs include:

- Executive Master of Business Administration (EMBA)
- Master of Mechanical Science Engineering Science – Mechanical Engineer (MSES-ME). This program is geared toward Nuclear Powered trained Officers.
- Master of Systems Analysis (MSA)
- Systems Engineering (SE)

PERS-412 – Graduate Education

Curriculum in the Spotlight: Systems Engineering and Analysis (SEA)

Interested in leading transformation in the military by helping to design and improve the systems of the future? If so, Naval Postgraduate School Systems Engineering and Analysis (SEA) might be for you. The SEA curriculum provides a unique blend of technology, systems engineering and systems analysis that will make SWOs better equipped to address the complex tactical, operational, and even strategic problems.

NPS's SEA program focuses on cutting edge military solutions to future needs. Projects have included solutions for UAV system of systems, future expeditionary warfare systems of systems, Command & Control, laser defense, advanced aviation lift, and advanced ship design.

If you would like to learn more about the SEA curriculum, contact the Academic Associate, seainfo@nps.edu, 831-656-7545 (DSN 756); or the Program Officer, seainfo@nps.edu, 831-656-2284 (DSN 756).

The Academic Profile Code (APC) requirement for this program is 3-3-4. To have your APC calculated or if you are considering Systems Engineering Analysis at NPS, contact your detailer.



A great day at the office ... Ships gather in formation aft of the amphibious assault ship USS PELELIU (LHA 5) during Rim of The Pacific (RIMPAC) Exercise 2014. Twenty-two nations, 49 ships and six submarines, more than 200 aircraft and 25,000 personnel are participating in RIMPAC exercise from June 26 to Aug. 1, in and around the Hawaiian Islands and Southern California. The world's largest international maritime exercise, RIMPAC provides a unique training opportunity that helps participants foster and sustain the cooperative relationships that are critical to ensuring the safety of sea lanes and security on the world's oceans. Photo by MC3 Dustin Knight.

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS BUNKER HILL (CG 52)

- LTJG Alexander Lehman
- LTJG Claire Wasko

USS MOBILE BAY (CG 53)

- LTJG Miguel Noyola
- LTJG Alexander Roman

USS LEYTE GULF (CG 55)

- LTJG Kaitlyn Henderson
- LTJG Victoria Richardson
- ENS Steven Jardina

USS SAN JACINTO (CG 56)

- LTJG John Bozzelli

USS LAKE CHAMPLAIN (CG 57)

- LTJG Scott Chilman
- LTJG Tina Engelken
- LTJG Niklas Rueter

USS PRINCETON (CG 59)

- LT Joseph McElroy

USS NORMANDY (CG 60)

- LTJG Carlos Maldonado
- LTJG Heather Tilley

USS CHANCELLORSVILLE (CG 62)

- LTJG Jacob Busby
- ENS Michael Smith
- ENS Jason Williams

USS COWPENS (CG 63)

- ENS James Bauer

USS GETTYSBURG (CG 64)

- LTJG James Clendenin
- ENS James Barksdale
- ENS Tommy Changaris
- ENS Christopher Dendor
- ENS Clinton Earnest
- ENS Zara-Anne Farrar
- ENS Alexander Greene
- ENS Craig Jones
- ENS Cesar Mize
- ENS Seth Simonds
- ENS David Tate
- ENS Allen Worcester

USS CHOSIN (CG 65)

- LTJG Alexandria Lagunzad
- LTJG Taylor Soer
- LTJG Rebecca Zielinski

USS HUE CITY (CG 66)

- LTJG Joseph Balent
- LTJG Jacob Bush
- LTJG Ramon Cortes

USS SHILOH (CG 67)

- LTJG Brittany Furst
- LTJG Terence Sanders

USS LAKE ERIE (CG 70)

- LTJG Katelyn George
- LTJG Nicole Glab
- LTJG Christopher Hillenbrand
- LTJG John Jackson
- LTJG Adam Snider

USS CAPE ST GEORGE (CG 71)

- LTJG Daniella Hernandez

USS JOHN PAUL JONES (DDG 53)

- LTJG Chantrelle Harris
- LTJG Glenn Roberts

USS CURTIS WILBUR (DDG 54)

- LTJG Thomas Blackmore
- LTJG Whitney Macaulay
- LTJG Suzanne Meehan
- LTJG Charlene Norganradler

USS STOUT (DDG 55)

- LTJG Julian Didonato
- LTJG David Finn
- LTJG Kamille Pizarro
- LTJG Chelsey Sellers
- ENS Michael Crawford

USS JOHN S MCCAIN (DDG 56)

- LTJG Mor Rosenberg
- LTJG Eric Wilmer

USS MITSCHER (DDG 57)

- LTJG Brant Dean
- LTJG Michael Laws
- LTJG Jordan Smith

USS LABOON (DDG 58)

- LTJG Lauren Hedish

USS PAUL HAMILTON (DDG 60)

- LTJG Lee Warwick
- LTJG Herman Wong

USS RAMAGE (DDG 61)

- LTJG Jonathan Hill
- LTJG John Horst

USS FITZGERALD (DDG 62)

- LTJG Justin Magcalas

USS STETHEM (DDG 63)

- LTJG Kristia Suriben

USS CARNEY (DDG 64)

- LTJG Jonathan Twigg
- LTJG Michael Balisteri

USS BENFOLD (DDG 65)

- LTJG Janice Hayes
- LTJG Robert McClenning

USS GONZALEZ (DDG 66)

- LTJG Diana Barrera
- LTJG William Carter
- LTJG Daniel Fallon
- ENS Johnathan Falcone
- ENS Brandon Ordway

USS THE SULLIVANS (DDG 68)

- LTJG Megan Crawford

USS MILIUS (DDG 69)

- LTJG Conor Handley

USS HOPPER (DDG 70)

- LTJG Joshua Armour
- LTJG Matthew Connors
- LTJG Garrett Deletti
- LTJG Marques Grims
- LTJG Evan Possley
- LTJG Patrick Waller

USS ROSS (DDG 71)

- LTJG Diana Hunt

USS MAHAN (DDG 72)

- ENS Gregory King

USS DECATUR (DDG 73)

- LTJG Cameron Jennison
- LTJG Mitch Pulver
- LTJG Robert Reinheimer

USS MCFAUL (DDG 74)

- LTJG Edward Anuat
- LTJG Kevin Jones
- LTJG Nicholas Moore

USS DONALD COOK (DDG 75)

- LTJG Brandon Baxter

USS PORTER (DDG 78)

- LTJG Andrew Radford
- LTJG Donald Recine

USS ROOSEVELT (DDG 80)

- LTJG Kevin Schwenk

USS WINSTON S CHURCHILL (DDG 81)

- LTJG Jaylyn Hagen

USS LASSEN (DDG 82)

- LTJG Michael Mahon

USS HOWARD (DDG 83)

- LTJG Michael Clarke

USS BULKELEY (DDG 84)

- LTJG Ian Guagliardo
- LTJG Michael Martinson

USS MCCAMPBELL (DDG 85)

- LT William Murray
- LTJG Erika Fee
- LTJG Matthew Hein

USS SHOUP (DDG 86)

- LTJG Christopher Carey
- LTJG Steven Loo
- LTJG Christopher Yumen

USS MASON (DDG 87)

- LTJG Adam Flowers
- LTJG Timothy McDaniel
- LTJG Andrew Rubi
- LTJG Imir Weise

USS PREBLE (DDG 88)

- ENS Tyson Eberhardt
- LTJG Kathryn Holleran

USS MUSTIN (DDG 89)

- LTJG Ros Lary
- LTJG Andrew Pena

USS CHAFEE (DDG 90)

- LTJG Shane Moison

USS PINCKNEY (DDG 91)

- LTJG Emma Manzi

USS HALSEY (DDG 97)

- LTJG Michael Martof
- LTJG Clayton Young

USS FARRAGUT (DDG 99)

- LTJG Cameron Iati
- LTJG Mark Jackson

USS KIDD (DDG 100)

- LTJG Timothy Laufer

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS GRIDLEY (DDG 101)

- LTJG Matthew Hardie

USS SAMPSON (DDG 102)

- ENS Vincent Fontana

USS TRUXTUN (DDG 103)

- LTJG Christian Asaban
- LTJG Anna Leonard
- LTJG Farrell Robins

USS STERETT (DDG 104)

- LTJG Raymond Ferrano

USS DEWEY (DDG 105)

- LTJG Coria Buck

USS STOCKDALE (DDG 106)

- LTJG Hang Knoll
- LTJG Emily Motz

USS GRAVELY (DDG 107)

- LTJG Eric Desch
- LTJG Jennifer Poe
- LTJG Patrick Schmitt
- ENS Glenn Tetreault

USS LAWRENCE (DDG 110)

- LTJG Farsai Anantachaisilp
- LTJG Jacqueline Zimny

USS SPRUANCE (DDG 111)

- LTJG Anna Douglas

USS MICHAEL MURPHY (DDG 112)

- LTJG Devin Douglas
- LTJG Peter Fabbri
- LTJG Andrew Harrell

USS HALYBURTON (FFG 40)

- LTJG Jessica Wasserman

USS MCCLUSKY (FFG 41)

- LTJG Cindy Britt
- LTJG Mitchell Buchanan
- LTJG Daniel Mcelwee
- LTJG Scott Mecham

USS VANDEGRIFT (FFG 48)

- LTJG Isaac Teichgrab

USS TAYLOR (FFG 50)

- LTJG Jordan Allsup
- ENS Justus Cook

USS ELROD (FFG 55)

- ENS Kainoa Cumpston

USS SIMPSON (FFG 56)

- LTJG Brody Henderson
- ENS Matthew Vigilante

USS KAUFFMAN (FFG 59)

- LTJG Jennifer Gleason
- LTJG Keaton Kovatch

USS INGRAHAM (FFG 61)

- LTJG Matthew Fluhr
- LTJG John Langreck
- LTJG Victor Triscas
- ENS Nicholas Bailey
- ENS Charleston Hubbard
- ENS Sarah Lovelace
- ENS Zane Macnaughton
- ENS Michelle Nadeau

LCS CREW 101

- LTJG Michael Singer

LCS CREW 102

- LTJG Dolph Eich
- LTJG Charles Hasenbank

LCS CREW 201

- LTJG Kyle Decker
- LTJG William Henry
- LTJG Lauren Howard

USS BLUE RIDGE (LCC 19)

- LTJG Ronald Ceballos
- LTJG Kevin Richardson
- LTJG Christopher Wehner

USS PELELIU (LHA 5)

- LTJG Jade Prudente
- LTJG Kevin Quinn
- LTJG Dominique Wright

USS WASP (LHD 1)

- LTJG Matthew Casey
- LTJG Tiffany Pearson

USS ESSEX (LHD 2)

- LTJG Sarah Bull
- LTJG Samuel Hunsberger
- LTJG Kyle Wertz

USS KEARSARGE (LHD 3)

- LTJG Meghan Hughes
- ENS Jonathan Davis

USS BOXER (LHD 4)

- LTJG Benjamin Clark
- LTJG Brittany Daniels
- LTJG Adrianna Garcia
- LTJG Clare Lyons

USS BATAAN (LHD 5)

- LTJG Tara Elliott

USS IWO JIMA (LHD 7)

- LTJG Brian Blocton

USS MAKIN ISLAND (LHD 8)

- LTJG Gerald Kane
- LTJG Courtney Wright

USS DENVER (LPD 9)

- LTJG Bryce Baswell
- LTJG Raven Parker

USS SAN ANTONIO (LPD 17)

- LTJG Thomas Kerins
- ENS Michael Bunch

USS NEW ORLEANS (LPD 18)

- LTJG Jesse Sciuto

USS MESA VERDE (LPD 19)

- LTJG Grace Anderson
- LTJG Victoria Cooper

USS NEW YORK (LPD 21)

- LTJG Latoya Phillips

USS SAN DIEGO (LPD 22)

- LTJG Taylor Reynolds

USS ANCHORAGE (LPD 23)

- LTJG Michael Harris
- LTJG Collin Koss
- LTJG Wesley Schlesinger
- LTJG Brittney Williams
- ENS Francis O'Connell

USS WHIDBEY ISLAND (LSD 41)

- LTJG Darren Robertson

USS GERMANTOWN (LSD 42)

- LTJG Jessica Choi

USS FORT MCHENRY (LSD 43)

- LTJG Kasey Condon
- LTJG Jeremy Gunther
- ENS David Childress

USS GUNSTON HALL (LSD 44)

- LTJG Cody Dunavan
- ENS Michael Bartilotti

USS COMSTOCK (LSD 45)

- LTJG Michael Brown
- LTJG John Jones

USS TORTUGA (LSD 46)

- LTJG Wendy Antebi
- LTJG Joseph Breen
- LTJG Cody Cartwright

USS RUSHMORE (LSD 47)

- LTJG Joshua Keith
- LTJG Nicholas Orlando

USS ASHLAND (LSD 48)

- LTJG Alexander Gallagher
- LTJG Jessie Johnson
- LTJG Codie Younger

USS HARPERS FERRY (LSD 49)

- LTJG Robert Svoboda
- LTJG Daniel Walker

USS CARTER HALL (LSD 50)

- LTJG Madeline Heilman
- LTJG Gabriel Singletary

USS SENTRY (MCM 3)

- LTJG Kenneth Wenzel
- ENS Joshua Lund

USS DEVASTATOR (MCM 6)

- LTJG Eric Hughes
- LTJG David Wright

USS GLADIATOR (MCM 11)

- LTJG Carson Fall

USS ARDENT (MCM 12)

- LTJG James Foster
- LTJG Brian Fort

USS DEXTROUS (MCM 13)

- LTJG Aaron Bankus

USS CHIEF (MCM 14)

- LTJG Raymond Pajarillo

MCM CREW CONFLICT

- LTJG Brennan Hosack
- LTJG Brendon Watts

MCM CREW DOMINANT

- LTJG Jeffrey Nguyen
- LTJG Joseph Salvatore
- LTJG Isaac Sireci

MCM CREW EXULTANT

- LTJG Matthew Pietry
- LTJG William Vega

PERS-413 Placement

Winter Accessions

In early November, ships should expect to hear from their Placement Officer regarding the number of December ROTC graduates each command will receive. Upon receipt, XOs can begin requesting BDOC and BST quotas to best fit in conjunction with operational commitments. Commands should expect to have their ENSs attend BDOC in either Jan or Mar 15, and can schedule any of the six authorized BSTs for new accessions before or after BDOC as quotas are available. Placement Officers can reserve one of the following quotas for new accessions: TLAM (ECO), EKMS, Legal Officer, Ammo Admin, Auxiliaries Division Officer and Electrical Division Officer. The AUXO and ELECO courses are only offered in Newport.

Maintaining communications with Placement is highly recommended to prevent any delays in reporting due to the lack of available course quotas.

PERS-414 Limited Duty Officers

Greetings from the Fantail! Board season is in full swing in Millington and we are conducting record reviews for Department Head screening, with Major and Commander Command to follow later this year. Missing photos, qualifications (SWO/TAO/EOOW), FITREPs, and awards continue to dominate the discrepancies found during record reviews.

FY-15 O-4 Promotion Board Stats

Congratulations to the 54 Surface Warfare LDOs selected for LCDR at the FY 15 LCDR Line Promotion Board! Overall board statistics:

Overall LDO Board Selection Rate: 75.00%

Surface LDO Selection Rate: 68.35%

6110 (Deck) – 6/4 = 66%
6120 (OPS) – 13/9 = 69%
6130 (ENG) – 12/10 = 83%
6160 (ORD) – 7/5 = 71%
6180 (ELECT) – 10/7 = 70%
6410 (ADMIN) – 15/11 = 73%
6490 (SECURITY) – 16/8 = 50%



USS BATAAN (LHD 5) underway in the C5F AOR.
Photo by MC3 Erik Foster.

SWO Qualification

CNSP/LINST 1412.1 requires all Surface LDO/CWOs to qualify Surface Warfare Officer. If the qualification is not achieved by the officer's transfer date, then appropriate comments should be entered into the detaching FITREP.

If an officer needs a short (up to one year) PRD extension to complete the SWO qualification, there is some opportunity to accommodate; however, this extension may affect any previously negotiated follow-on assignment. If an officer will transfer without a SWO qualification, then every attempt will be made to detail that individual to another ship in order to afford him/her an opportunity to complete the qualification. If circumstances beyond the officer's control prevented achieving qualification, provide a clear explanation in the FITREP to avoid inadvertently penalizing the officer in the future. Likewise, if the officer was afforded an opportunity to qualify but did not, then that be discussed in the detaching FITREP as well. Please contact your detailee with any questions regarding SWO qualification and career timing.

PERS-417 – Full Time Support

Welcome aboard to LCDR Clinton Blankenship, the newest member of the FTS Surface Detailing team. LCDR Blankenship joins our team from USS ANCHORAGE as the Operations Officer. Congratulations to all of the recent selects! Here is a snapshot of 1117 statutory board statistics:

FY-14 O-5 Promotion Board Stats

There were 14 in-zone eligibles and 12 above zone eligibles, 9 in-zone eligibles were selected for a promotion rate of 64% and 1 above zone eligible was selected for a promotion rate of 8%. Of the 12 SWOs that screened all had screened for CO Operational, XO, XO SM or served as NOSC CO.

NOSC CO Screening and Slating

The O3-O5 NOSC CO screening board will convene on 12 Sep. If you have made yourself eligible for NOSC CO by either completing a NOSC Command Qualification Oral Board or have been awarded an LN7 AQD, please send your preferences to LCDR Clinton Blankenship (clinton.e.blankenshi@navy.mil). The projected slate can be found on the NPC website in the Officer Detailing, FTS - NOSC Command section. Preferences must be received by 22 Sep.

PERS-41 Farewells



CDR Dave Dwyer



CDR Darren McPherson



LCDR Aaron DeMeyer



LCDR Pat Eliason



LCDRs Jamie and Riley Murdock



LCDR Todd Oakes



LCDR Audrey Oxley



LCDR Rob Tryon



LT Arwyn Becker

Fair Winds & Following Seas to these phenomenal Officers who made a lasting impression on the Surface Warfare community during their PERS-41 tours. BRAVO ZULU!

Joint Matters

Officers gain significant experience in joint matters as part of various joint organizations and in numerous joint exercises and joint training events/courses – but are you getting joint credit for what you’ve done? In addition to the traditional path - standard joint duty assignment completion, an experience-based points system enables officers to be recognized for a wide variety of joint experiences in a systematic, progressive manner. The points system allows accounting for the intensity of each joint activity by giving added value to joint combat and non-combat contingencies. The points system also allows the level of involvement of the individual to be weighted, i.e., individuals who lead or plan joint exercises are given an increased number of points over participants. Two paths exist, either traditional or via experience based, to achieve JQO (both require JPME I & II).

Traditional Path: S-JDA

For Standard-Joint Duty Assignments (S-JDA), Officers must be assigned to positions on the Joint Duty Assignment List (JDAL) for the statutory tour length (36 months) to receive joint duty credit for the tour. There are provisions for Critical Occupational Specialty (COS) Officers to leave at 24 months. An additional 2 months of constructive credit may also be applied for a minimum tour length of 22 months. Constructive credit may not be used for personal convenience and is designed for use when an early departure is required for military necessity (school report date, change of command that cannot be delayed and other mission requirements). On subsequent joint tours, officers may be released at the 24th month of a 36 month tour.

Experience Path/Point Accrual: E-JDA

E-JDA recognizes joint experiences via a points system with two primary inputs: via self nomination after completing joint experience and via petitioning for discretionary based on participation in joint related education, training and/or exercise events. ***Of note, petitioning for EXPERIENCE points via self-nomination and DISCRETIONARY points are separate processes*** – JDA Self-nomination is completed via JCS (website below) and discretionary points via submitting a completed Discretionary Points Worksheet to their respective component JQS Service Manager (PERS-450). Experience and discretionary points can add up to be equivalent to a full Joint Tour Credit- 36 points (JPME I and II are also required for JQO). Discretionary points are capped for each level of Joint qualification (a maximum of six points may be used toward JQS Level II and a maximum of 12 toward JQS Level III - JQO).

Self-nomination experience points are awarded based on meeting the definition of Joint Matters (what you did and whom you did it with – at the strategic level) as documented in awards and FITREPs

Self Nomination for Experience Points: <https://www.dmdc.osd.mil/appj/jmis/JQSindex.jsp>

You should self nominate as soon as possible after completing your Joint experience, based on receipt of documentation including awards and Fitness Reports.

- Any Officer (O-1 and above) who has performed service that meets the Title 10 definition of “Joint Matters,” may self-nominate their experiences and request award of “joint experience points”
- Individuals have one year from completion of the experience to submit for E-JDA points.
- Recency requirement: a minimum of 12 points must come from Joint Experience earned in the grade of O-4 or higher

Joint Matters

Submit for Discretionary Points- Discretionary points earned in excess of the minimum education and experience requirement through exercises, education other than JPME, collective joint training, or individual joint training. Discretionary points may be derived from joint training, exercises, and other education which enhances an officer's knowledge and understanding of joint matters. ***The joint education, training and exercises must be on the Joint Staff (J7) approved list, within the specified timeframe to be eligible for discretionary point credit.*** A complete list is available on the NPC website under Officer Detailing/Joint Officer.

- **Point Accrual Formula**
- $$\text{JOINT QUALIFICATION LEVEL} = \text{JOINT EDUCATION} + \text{EXPERIENCE Pts} + \text{DISCRETIONARY Pts}$$
- Joint **EXPERIENCE** Points = Duration (Months) x Environment Factor*
 - *Combat: 3, Non-Combat: 2, Steady-state: 1
- **DISCRETIONARY** Points = Education + Training + Exercise
- Education / Training = degree or certification related to "Joint Matters" [Pts TBD]
- Exercise Points = Role [Participant (1pt), Planner (2pts), Leader (3pts)]

Washington, DC Placement

Greetings from Washington DC Placement! I recently reported to Millington following a successful command tour in USS FITZGERALD (DDG 62).

I encourage you to think about a tour in DC early and often in your career planning. Besides being a great place to live, a tour in DC is an important part of any officer's professional development. It will challenge you, expand your professional horizons, and be professionally rewarding.

Washington DC Placement manages over 2200 Officer billets in the greater DC area, working hard to ensure our senior staffs are fully manned with the most capable and qualified Officers. We work closely within NPC to make sure we have the right Officers, in the right place at the right time. The vast majority of the billets we manage reside in OPNAV, the Joint Staff, OSD, SECNAV, NAVSEA and CNIC. However, a number of critical billets reside outside of those claimants. Surface Warfare Officers remain in high demand, at all ranks and experience levels. Over 96% of the billets we fill are advertised well in advance of the required fill date, with the remaining 4% nominative and usually short notice. These billets are case-by-case situations and the detailers work hard to find the most talented and capable Officers to fill these unique and high profile billets (mainly aides and special assistants).

Keep Washington, DC in mind for your next shore tour, and never hesitate to ask where these important opportunities best fit in your career path.

CDR Jonathan L. Schmitz
Washington Placement (PERS-441)
COMM: (901) 874-4105
DSN: (312) 882-4105

Ship in the Spotlight

USS ANZIO Provides Critical Community Assistance during Eastport, ME Visit

LCDR Kristine Garland, Navy Office of Community Outreach

EASTPORT, ME---The crew of the Ticonderoga-class guided missile cruiser USS ANZIO (CG 68) recently provided critical community aid during the ship's port visit to Eastport, ME. After taking part in numerous Independence Day and Old Home Week events, the ship was notified that a house fire was in progress as a result of storm damage from Hurricane Arthur. ANZIO's Rescue and Assistance team of 17 Sailors provided on-scene firefighting and overhaul efforts. Although the team is trained to render emergency assistance to persons or activities and was recently certified on damage control basic phase, it had never provided residential fire control support before.

"It was a great experience and opportunity to use all of our training and work side-by-side with Eastport Fire Department," said Damage Controlman Second Class Adam Bailey.

The fire began as a result of high winds damaging a power line, sending 240 volts into the 120 volt appliances in the home. Appliances burst into flames simultaneously, and the family evacuated. Surrounding homes and the high school were in jeopardy. The volunteer Eastport Fire Department responded but faced challenges of downed trees and lack of manpower.



From Left to Right: LT David Lopez (DCA), LTJG Lee Yochum (MPO), and LCDR Matthew Smith (CHENG)

"The arrival at a truly critical time of fire fighters was most fortunate for our city," said Mary Repole, president, Eastport City Council. "ANZIO's personnel worked alongside Eastport fire fighters seamlessly and successfully knocked down the fire, preventing further spread to adjacent homes and the school."

ANZIO crew also assisted on a second call to evacuate a house full of propane and a non-ambulatory resident, as well as with debris removal and traffic rerouting.

"It was good to be able to fall back on the good training we receive in the Navy and help someone who needed our assistance," said LTJG Lee Yochum

USS ANZIO was conducting a port visit to Eastport in support of the city's Old Home Week. Since 1905, Navy ships have been making port visits to the city. Sailors marched in the Grand Independence Day Parade and competed in firemen's muster relays, codfish race and a blueberry pie eating contest, just to name a few. The ANZIO color guard was the first to raise colors in the continental United States on Independence Day.

The Eastport Independence Day celebration is the largest in the state of Maine. "The United States Navy has been playing a major role in these celebrations in Eastport with annual ship visits to our little island city for over 100 years. As such the Navy and its personnel are not just seen as outstanding representatives of our country's military, they truly have become part of our community and more importantly our 4th of July family," said Chris Gardner, executive director, Eastport Port Authority. "The Navy is always so gracious to thank the community for its hospitality over the 4th but the truth is it's the community that truly owes the Navy all of our appreciation and admiration."

Surface Warfare Officer in the Spotlight



LT Diana Betz

Commissioning Source:

- University of North Carolina at Chapel Hill, B.A US History

Previous Tours:

- USS NITZE (DDG 94) Auxiliaries Officer
- COMDESRON 22 Training Officer
- NPS M.A. Security Studies Southeast Asia
- USFF Action Officer
- USS JAMES E. WILLIAMS (DDG 95) Operations Officer

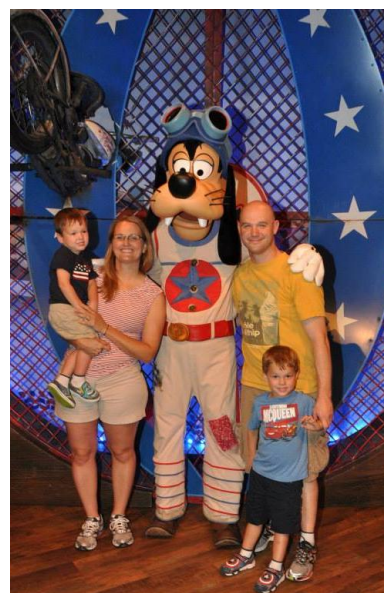
Current Assignment:

- USS SAN JACINTO (CG 56) Operations Officer

On balancing life as a Surface Warfare Officer and Mom:

Department Head tours are tough. I'm not going to lie. There is always some new challenge hiding around the corner just waiting to catch you by surprise. Add on to that being married to another SWO and a parent to 3 and 5 year old boys and times can really get exciting! It has been a long, hard 2 years (less than 1 to go!), but over that time, I have learned a lot. The biggest is that I can't be great at everything all the time. Some days I am a great SWO, others a great mom. On the best days I am both, but sometimes I stink at it all. Accepting this and releasing both the SWO and Mommy guilt has been the most challenging part of these two tours.

The reason I decided to continue on after this is that I truly love my job. There is a sense of accomplishment and camaraderie that I don't think I could find anywhere but the Surface Fleet. The opportunity to work with great, motivated sailors and Junior Officers is amazing.



My husband and I have had honest conversations with our bosses about what our reality is. Our chains of command have been understanding and supportive, and neither one of us has suffered professionally because there are times when our family has to come first. For our part, we have always managed our family care plan so that our job has never suffered and in return we've been able to take the time to be involved parents. We are eternally grateful to those COs who enabled us to be good parents and good Surface Warfare Officers.

I am very lucky to have a husband who supports me and that we have a solid network of family, friends and babysitters who can help us out. The reality is that there are times when I have to leave work early to take someone to T-ball practice or that I miss preschool graduation because I am underway, but someone who loves them is always there when I or my husband can't be.

Being a mom and a SWO is a challenging proposition, but, in reality, being a mom and anything is challenging. That's not to say there aren't times where I have honestly questioned whether or not this is the best thing for my family. Hearing your child wish you were home is heartbreaking. Coming home exhausted and knowing that you aren't being the best mom you can be is devastating. However, the rewards that I get from my job and the latitude my commands have given me allow me to keep pressing forward with my professional goals.

Homeport in the Spotlight

Singapore

Did you know that with the recent homeport change of Destroyer Squadron SEVEN and the beginning of rotational deployments of LCS to Singapore, there are more opportunities than ever to be a part of this dynamic and strategically significant region?

Located in the center of Southeast Asia and perched on one of the world's busiest waterways, Singapore is an island nation bustling with activity. It is a sophisticated and modern city/state whose schools, hospitals, airport, roads and mass transit systems all rank among the best in the world. Famed for its cleanliness and strict laws, Singapore is safe and peaceful. It is also home to world-class shopping, hotels and attractions including a unique rainforest zoo and the engineering marvel and landmark, Marina Bay Sands. When you're not busy exploring all that Singapore has to offer, there are countless destinations within a few hours of Singapore's Changi International Airport including Bangkok, Bali, Siem Reap, Hong Kong, Sri Lanka, Ho Chi Minh City, Kuala Lumpur and Phuket, to name a few.



Singapore Boat Quay and Central Business



Marina Bay Sands Hotel overlooking the Singapore Strait

Officers stationed in Singapore or deployed there on LCS crews work daily with allied and partner nations, including Thailand, Timor Leste, Brunei, Malaysia, Bangladesh, the Philippines, Vietnam, Cambodia, Indonesia, Japan, Korea and Singapore, through exercise series such as Cooperation Afloat Readiness and Training (CARAT). An exciting operational schedule offers many opportunities to visit these countries and interact with counterparts in their militaries along the South China Sea, throughout Southeast Asia and beyond. LTJG Taylor Hamilton, Assistant OPS in DESRON 7, says, "The opportunity to travel is incredible, but operating with partner navies in the South China Sea, broadening my experience a Naval Officer and playing an important role in our Navy's mission to 'operate forward' is the best part about being in Singapore."

If you are interested in a billet that will take you to Singapore, contact your detailer! Within PERS-412/413, there are Officers both post-DIVO and post-DH who have been stationed in Singapore or rotationally deployed there on LCS, and they are standing by to answer your more specific questions. Could Singapore be part of your next adventure?



On Deck

PERS-41 Detailer Trips

San Diego, CA	18-22 Aug	Washington, DC	8-10 Sep
Pearl Harbor, HI	24-26 Aug	Newport, RI (SWOS)	22-24 Sep
Monterey, CA (NPS)	25-28 Aug	Lemoore, CA (LDOs)	23-26 Sep
Everett, WA	25-29 Aug	Norfolk, VA	29 Sep - 3 Oct

Board Schedule

Dept Head/Early Command Board	16-18 Sep 14
Scholarship / Fellowship Boards	15-17 Oct 14
Major Command Board	4-7 Nov 14
Active O-7 Line Board	8-12 Dec 14
CDR Command Board	9-16 Dec 14

NAVADMINs of Interest

- 174/14** FY-16 Junior Permanent Military Professor Program
- 171/14** 2014 Ombudsman Appreciation Day (September 14, 2014)
- 170/14** Academic Year (AY) 2015-2016 Federal Executive Fellowship (FEF), U.S. Navy Hudson Fellowship, and Secretary of Defense Corporate Fellows program call for applications
- 164/14** Academic Year (AY) 2015-2016 Politico-Military Masters (PMM)

Previous Newsletter Articles of Interest

January 2014

Block 41 Screening Status Language
 Guidelines for RL Option Officers
 New Command Qualification AQDs
 Fleet Up Certification Process
 Post Divo Shore Duty Business Rules
 XO/CO Fleet Up Turnover Policy

May 2014

Weapon Tactics Instructors
 Post 9/11 GI Bill
 Exceptional Family Member Program
 SWO CSRB Applications
 Specialty Career Path
 Career Intermission Program

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>